

# Samuel J. Schaeffer

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## Summary of Qualifications

Results-driven and visionary leader with 20+ years of experience in the non-profit and public sectors, specializing in criminal justice, workforce development, and nonprofit effectiveness. Proven experience creating strategies that scale and increase the operational and financial sustainability of nonprofit organizations. Skillful advocate in organizing multi-stakeholder coalitions that create policy and systems change. Exemplary fundraising track-record, generating revenue from government, foundation, corporate, earned-income and individual donor streams. Seasoned public speaker, commenter in the media, and writer, with experience testifying before Congress (House and Senate).

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## Professional Experience

### Center for Employment Opportunities

#### Chief Executive Officer and Executive Director | 2014 - Present

- Expanded CEO from serving 2,500 individuals in a single NY site to 10,000 across 31 cities in 12 states.
- Grew organizational revenue from \$21.5M in FY14 to \$110M in FY24.
- Led expansion of Finance, Legal, HR, and IT departments; hired leadership, implemented policies, and developed systems as staff grew from 150 to 650 employees.
- Secured high-profile 7- and 8-figure gifts from major funders, including The Ballmer Group, Blue Meridian Partners, and The Sergey Brin Family Foundation; received a \$25M grant from Mackenzie Scott in 2023.
- Established CEO as a key player in reentry and workforce policy at federal, state, and local levels; testified before the U.S. House Ways and Means Committee and Senate Agriculture Committee.
- Navigated COVID-19 challenges, ensuring business continuity, aggressively fundraising, and preventing layoffs while increasing staff salaries.
- Spearheaded the nation's first cash assistance program for returning citizens, raising over \$32M and distributing aid to 10,000+ individuals.
- Launched the White House-featured **Constituent Voice** initiative, enhancing participant feedback mechanisms.

#### Executive Director, CEO National | 2010 - 2014

- Led expansion efforts, launching CEO's first offices outside NYC in multiple states.

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- Developed and executed a fund development plan, including new sales training and tracking systems.
- Managed an \$8M annual budget for national operations.
- Strengthened human capital development across all national offices.
- Designed a performance management system to improve program quality and contract compliance.

## **Chief Business Development Officer | 2009 - 2010**

- Co-authored CEO's 2011-2014 Business Plan, guiding strategic expansion and policy initiatives.
- Secured over \$10M in public and private growth capital to support CEO's multi-state expansion.

## **U.S. Senator Charles E. Schumer**

### **Director of Economic Development | 2006 - 2009**

- Drafted the Senator's **Urban Policy Agenda**, proposing workforce and juvenile justice programs.
- Led economic development efforts across New York State, including job expansion initiatives.
- Managed federal oversight of the World Trade Center rebuilding project.
- Advised on high-profile corporate acquisitions impacting NY jobs and industries.
- Formulated aviation policies adopted by the FAA to ease NYC airport congestion.

### **Special Assistant | 2005 - 2006**

- Coordinated Senator's statewide travel, press events, and logistics.

## **New York State Assemblyman Vito J. Lopez**

### **Chief of Staff | 2001 - 2004**

- Coordinated large-scale affordable housing projects, including a 500+ unit brownfield redevelopment in Brooklyn.
- Led successful community campaigns on land use and zoning reform.

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## **Education**

### **Reed College**

Bachelor of Arts in Religion | Phi Beta Kappa | Presidential Award for Academic Excellence

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## Publications

- Schaeffer, S. & Garcia, I. (2021). "How \$24M in Cash Grants Provided a Lifeline for Returning Citizens During the Pandemic." *The Crime Report*.
  - Schaeffer, S. (2017). "We Need a Long-Term Plan for Reducing Reincarcerations." *The Hill*.  
[Read Here](#)
  - Schaeffer, S., Shumway, J., & Reimers-Brumme, C. (2015). "After Pay for Success: Doubling Down on What Works." *Stanford Social Innovation Review*.  
[Read Here](#)
  - Schaeffer, S. (2014). "Assessing Nonprofit Risk in Pay for Success Deals." *Stanford Social Innovation Review*.  
[Read Here](#)
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## Boards and Affiliations

- **NYS Governor's Re-Entry Council**, Council Member (2015 - Present)
- **Democracy Prep Public Schools**, Board Member (2015 - 2020)
- **Results for America**, What Works Nonprofit Fellow, Inaugural Class (2017 - 2019)
- **Irvine Foundation**, Evaluation Advisory Committee (2020 - 2021)
- **Kresge Foundation**, NextGen Advisory Board (2017 - 2019)